# **Black Belt Counties Strategic Plan**

# **Strategies**

## Initiatives

#### Identify and enhance the existing education programs within the Black Belt.

1 Review and restructure as necessary Even Start programs to ensure full potential of the transitional process.

2 Further develop after school programs within the Black Belt such as Americorps programs, Church Tutoring programs and other existing volunteer

3 Develop a plan for and seek funds for after school programs through "At Risk" funds and other federal programs.

4 Restart Tech Prep programs at the appropriate levels and seek support from the Black Belt industry base.

5 Implement all aspects of Alabama's Promise in the Black Belt through the Governor's Office on National and Community Service and the Community Colleges.

1 Develop School to Career programs and opportunities to further enhance workforce development.

2 Further develop School to Career programs and integrate them into the existing or revised career technical programs.

3 Review Industry Training needs surveys to determine career technical program viability and restructure as needed.

4 Reinvent and upgrade advisory and craft committee programs to better serve restructured career technical programs.

5 Initiate grant proposals for Digital Divide competitive grant funds through the appropriate process to assist with technology infrastructure.

1 Ensure that Adult Education and Family Literacy programs are in place and used effectively to assist with parental involvement.

2 Enhance parental opportunities through local school PTA, parent/community newsletters, volunteer opportunities and Title 1 programs.involvement.

1 Introduce "High Hopes for Alabama High School Seniors" into the county to boost seniors' successful graduation and reduce dropouts.

2 Market job and career opportunities through an organized process such as SOICC.

3 In conjunction with the state Department of Education, review and develop strategies for curriculum alignment, effective teaching strategies and lesson planning.

4 In conjunction with the State Department of Education, develop effective school improvement plans, professional development plans and evaluation of professional personnel.

1 Expand the Preparation for Employment program (PREP) that is currently in Black Belt counties to provide more placement opportunities for those qualified for the program.

2 Implement the Community Service Employment Program (CEMP) for all qualified Black Belt citizens that are eligible and projects that meet the appropriate criteria.

3 Ensure that Adult Education, GED, Family Literacy and all other similar programs are in place, user friendly and working effectively to meet the needs of unemployed and underemployed individuals.

4 Review all other programs available to unemployed individuals in the Black Belt to determine their effectiveness and take necessary steps to improve their services as needed. (Programs such as JOBS, AFDC, WIC, etc.)

5 Introduce entrepreneurial training at appropriate levels within the education infrastructure in the Black Belt.

1 Implement a Partnership for Employment initiative to assist in getting welfare recipients from welfare subsidies to meaningful employment.

2 Introduce multiple pre-preemployment training programs in the Black Belt based on the workforce needs of existing employers in the Black Belt counties as well as in surrounding counties.

1 Ensure that the Alabama Career Centers receive notices of all AIDT training opportunities for employers in the counties within a reasonable

2 Reestablish the Community College programs such as Learning Labs that offer Black Belt citizens the opportunity to attend college whether it be by satellite, by commute or by a local site within the region.

1 Establish partnerships with local churches and social organizations for the purpose of transportation of citizens to and from available training/education programs within the Black Belt.

2 Work with any local churches and social organizations for the purpose of child care assistance to assist citizens attending training/education programs within the Black Belt.

3 Work with any local, state and federal agencies or organizations to determine grant opportunities for transportation and child care funds to offset costs that may hinder private business from succeeding.

1 In conjunction with all appropriate agencies and departments, develop new and innovative approaches for marketing the programs.

2 Seek in-kind assistance from the various state departments and agencies and/or funds to offset the program expenses.

① Organize the existing industry and all available education/training resources for the purpose of the Alliance.

2 Survey the existing industry to determine short and long term training needs.

3 Develop and implement training solutions for all needs represented in the survey.

1 Introduce Adult Education programs and services into all existing business and industry as necessary.

2 Reinstitute the Learning Labs approach to training by the Community Colleges.

3 Develop a central location that can pull down satellite links for education and training programs from any distant location.

### Goals

**Encourage and actively** support continued improvement and development of the K-12 education program in the Black Belt.

Develop and implement new and innovative customized programs addressing the academic and technical needs within the Black Belt.

Develop and implement steps and procedures for getting parent and citizen involvement in the education

Research, develop and implement methods to encourage students to stay in school through graduation.

# **Mission**

The mission of the Black Belt **Commission Education and Workforce Training** Subcommittees is to evaluate workforce problems and needs in the Black Belt and develop strategies that will enhance the economic opportunities for its citizens in support of Governor Riley's commitment to the Black Belt.

**Encourage workforce** development and improvement through job specific training programs for unemployed and underemployed citizens in the Black Belt.

Introduce training/education

initiatives for retention of

existing employees within the Black Belt business and

industry base.

place and operating to their maximum

Ensure that all existing programs are in

mplement new and innovative job specific trainingprograms for unemployed potential workforce in the Black Belt counties.

**Develop opportunities for** underemployed workers to obtain additional training and/or education for advancement with their current employer or a new employer.

Develop solutions for various obstacle that impede Black Belt citizens from attending education and training opportunities.

Develop and implement new and innovative marketing programs for all new and existing education and training programs available to Black Belt citizens.

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Implement an Industry/Education Alliance either in individual counties or in multi-county areas.

> Ensure that all existing education and existing industry.

training resources are available to the